

Missouri Job Development Fund

**Assistance to Train Workers
in Newly Created and Retained Jobs**

Fiscal Year 2009

Annual Report

Executive Summary

Missouri is committed to meeting the training challenges faced by industry. The Missouri Job Development Fund is an essential tool in assisting with the specialized training needed for businesses to be successful and competitive.

As a part of economic development, the program's focus is job creation and retention. Factors such as capital investment and high wages, which support family-sustaining jobs, are key to qualifying for assistance. The funding also targets the Department of Economic Development's growth-industry sectors, including automotive, agribusiness, and homeland security/defense.

In Fiscal Year 2009, **243 companies** and **five training consortiums** were approved for funding assistance to train **974 workers in new jobs** and **retrain 31,494 current workers at an average wage of \$19.50**. Additionally, Missouri companies receiving customized training assistance in Fiscal Year 2009 reported **\$1,455,964,183 in capital investment** at their facilities.

Since the program's inception in 1987, the Missouri Job Development Fund has assisted **3,968 Missouri companies** to train **456,583 Missouri workers**



The Missouri Job Development Fund	2
Eligibility	3
Training	4
The Process	6
Historical Statistics	8
Fiscal Year 2009 Statistics	9
Customer Satisfaction	10
Local Missouri Service Providers	12
Consortia	14
Participating Missouri Businesses	14
Program Information Contacts	Back Cover

The Missouri Job Development Fund

The Missouri Job Development Fund is the Department of Economic Development's funding source for the Missouri Customized Training Program, which provides assistance to eligible businesses to train workers.

The Missouri Job Development Fund assists businesses by providing funding to raise and maintain the skill level of Missouri's workers. The global economy, rapidly changing technology, and expectations of quality have converged to create a competitive environment requiring specialized training for Missouri's workforce.

This program is also a critical component in Missouri's economic development efforts. The availability of a skilled workforce is one of the primary factors in a company's decision to add or create jobs.

The Missouri Job Development Fund is operated by **Local Educational Agencies (LEAs)**. They are important partners and critical to the success of this program. Missouri hosts a strong network of community colleges and area career schools that excels at merging economic development with workforce development.

The Department of Economic Development (DED), via its **Division of Workforce Development (DWD)**, cooperatively with the Department of Elementary and Secondary Education (DESE), administered the Missouri Customized Training Program in Fiscal

Year 2009. Both agencies used their respective funds to maximize the State's available training resources. **This report reflects the customized training assistance funded directly by DED/DWD.**



Eligibility

Missouri's Industry Training programs offer flexible, responsive, and customized training specifically tailored for a company's needs. The Missouri Job Development Fund is state-funded and helps eligible companies to create or to retain jobs for Missouri workers. It can help lower the cost of locating a new facility or maintaining a facility in Missouri by assisting with funding for training services.

Companies located in Missouri that employ Missouri residents as full-time company employees may qualify if they are:

1. Creating New Jobs: A company may be eligible as new or expanding if it is increasing its employment level above the peak workforce number of the past year.

OR

2. Making Capital Investment: A company may be eligible to retrain existing workers if the training is a result of a recent substantial capital investment. Industries should be a traded company, whose primary business is providing goods and services to markets outside the region.



Mike Kelley, DED

Additional criteria such as type of industry, occupation, wage rate, and economic impact on a community also determine a company's eligibility. Funds are approved for individual projects or a consortium of companies.

Training

The Missouri Job Development Fund is designed to assist eligible companies with training to meet their specific needs as they look to increase productivity and quality, or to introduce new technologies or to develop new products.

Types of training range from technical and quality to “soft” areas, such as leadership and team building, which may be needed to meet that company’s specific skill gaps. Assistance is available for a variety of training costs, including instructional salaries, curriculum development, and training materials.



Mike Kelley, DED

The “classroom” may consist of traditional tables and chairs, a production setting, or any other training location conducive to accomplishing the training.

Local Educational Agencies (LEAs), such as area career schools or community colleges can help companies evaluate their particular training needs.

Companies can choose from a variety of providers to best meet their training needs. Many of Missouri’s LEAs have developed specialized resources for providing instruction, curriculum development, or training materials to businesses. In other instances, the individual company or a private vendor may be the best match for meeting training goals.

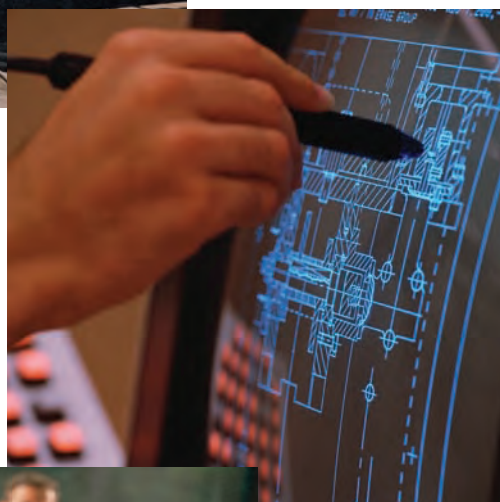
The Missouri Customized Training Program has supported our efforts in enhancing the skill level of our employees and has provided assistance as we stay up to date on the technologies that support our industry.

—Diane Torey O'Dell

KCAP Launch & Technical Training Leader
Ford Motor Company, Claycomo, MO



According to a 2007 study commissioned by the US Department of Labor, Missouri ranks 8th nationally, in terms of per capita spending for state-financed customized training programs.



The Process

The Missouri Customized Training Program has become increasingly popular with Missouri companies. The relationships which develop among companies, schools, and DWD have played a large role in this popularity.

The schools (see pages 12–13) act as the local service providers for this program. They assist companies in completing and submitting the applications for training assistance.

DWD staff reviews the application and proposal for company eligibility and allowable training activities.

The program is discretionary, with eligibility and approvals made based on a combination of factors including: capital investment, high wages, job creation, targeted industries, interstate commerce, expansion of product lines or new processes, community impact, and the type of training requested.



The ‘Customized Training Program’ has improved the skills sets of new employees, reducing the learning curve after they are employed. New employees’ productivity contributions to the assembly operations tend to be sooner and with an expectation of a higher level of quality.

—Alan L. Parker

Senior Manager Production Operations Training
Boeing Integrated Defense Systems, St. Louis, MO

This was Inovatia's first year to participate in the Missouri Customized Training Program, and I am very pleased with the outcome. The support we received allowed us to prepare our team for current and future challenges without sacrificing other business and operational activities. When utilized effectively, I believe this program can make a significant contribution to any company's employee-development strategy.

—J. B. Waggoner
Managing Partner
Inovatia Laboratories, Fayette, MO

There is a direct economic benefit from Missouri Customized Training Program assistance funded through the Missouri Job Development Fund (MJDF).

Training assistance for Missouri businesses helps ensure their continued capital investment, as well as increased productivity and resulting profits. Communities benefit from job creation, retained jobs, increased wages, increased property investment, retail sales, and tax revenue.

In Fiscal Year 2009, for every dollar spent on MJDF training, an estimated \$9.61 in net revenue was generated for the State of Missouri (*according to figures from a five-year, benefit-cost impact program analysis prepared by the Missouri Economic Research and Information Center*).



Historical Statistics

Fiscal Year 2009

Missouri Job Development Fund Appropriation	\$11 Million
Number of training projects reviewed	462
Number of companies funded through MJDF	243
Number of consortia funded through MJDF	5
Average amount funded through MJDF by project	\$44,354
Number of participating trainees	32,468
Average statewide trainee hourly wage	\$19.50

Fiscal Year 2008

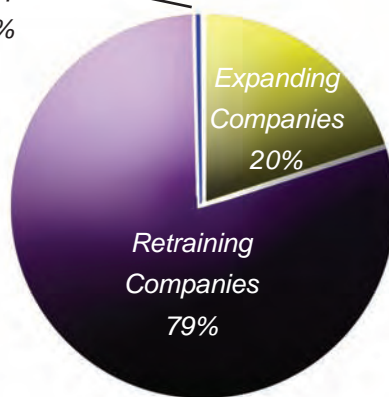
Missouri Job Development Fund Appropriation	\$11 Million
Number of training projects reviewed	418
Number of companies funded through MJDF	230
Number of consortia funded through MJDF	5
Average amount funded through MJDF by project	\$44,681
Number of participating trainees	31,926
Average statewide trainee hourly wage	\$19.53

Fiscal Year 2007

Missouri Job Development Fund Appropriation	\$7.5 Million
Number of training projects reviewed	372
Number of companies funded through MJDF	194
Number of consortia funded through MJDF	8
Average amount funded through MJDF by project	\$37,128
Number of participating trainees	28,246
Average statewide trainee hourly wage	\$18.09

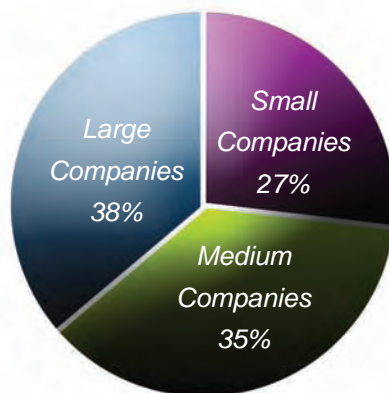
Fiscal Year 2009 Statistics

New Companies
<1%



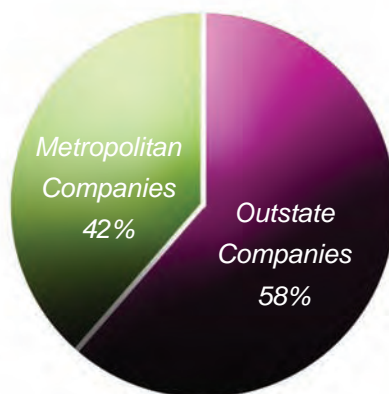
NUMBER OF COMPANIES

Retraining	194
Expanding	48
New	1
TOTAL	243



NUMBER OF COMPANIES FUNDED, BY EMPLOYEES

Small (under 100)	66
Medium (100–499)	86
Large (500+)	91
TOTAL	243



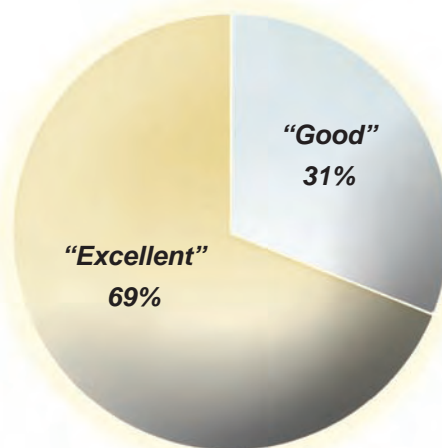
NUMBER OF COMPANIES FUNDED, BY LOCATION

Metropolitan	
(Kansas City & St. Louis)	103
Outstate	140
TOTAL	243

Customer Satisfaction

Committed to customer satisfaction, DWD strives to be responsive to customer input. Companies are surveyed on an annual basis to learn what is working, as well as what areas may need improvement. Our surveys have consistently shown a high level of customer satisfaction. They also serve as a source of information regarding company training needs and priorities.

Fiscal Year 2009 Overall Program Satisfaction



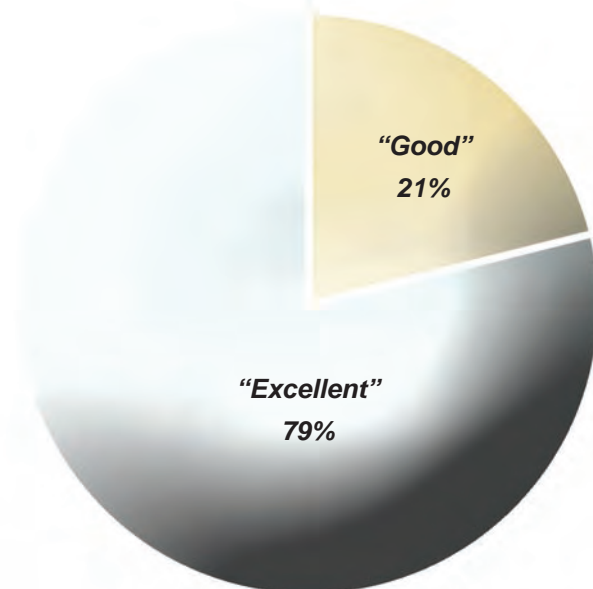
Of the program participants surveyed for Missouri Job Development Fund training, Fiscal Year 2009, all respondents rated their satisfaction level with the program above "Fair".

Top 10 Reasons for Training, Fiscal Year 2009 Survey

(Companies could select as many responses as applicable; this list represents raw tallies.)

1. Improve productivity.
Improve quality.
[#1 and #2 responses tied for 1st.]
2. Improve productivity.
Improve quality.
[#1 and #2 responses tied for 1st.]
3. Introduction of new technology/equipment.
4. Introduction of new product/process.
5. Improve worker attitude/morale.
6. Decrease downtime.
7. Reduce scrap.
8. Receive a quality rating (ISO, QS, Six Sigma).
9. Decrease employee turnover.
10. Company expansion or startup.

Overall Customer Satisfaction with Local Training Coordinators



Of the program participants surveyed for Missouri Job Development Fund training, Fiscal Year 2009, all evaluations were "Good" or "Excellent"; there were no "Fair" or "Poor" responses.

11

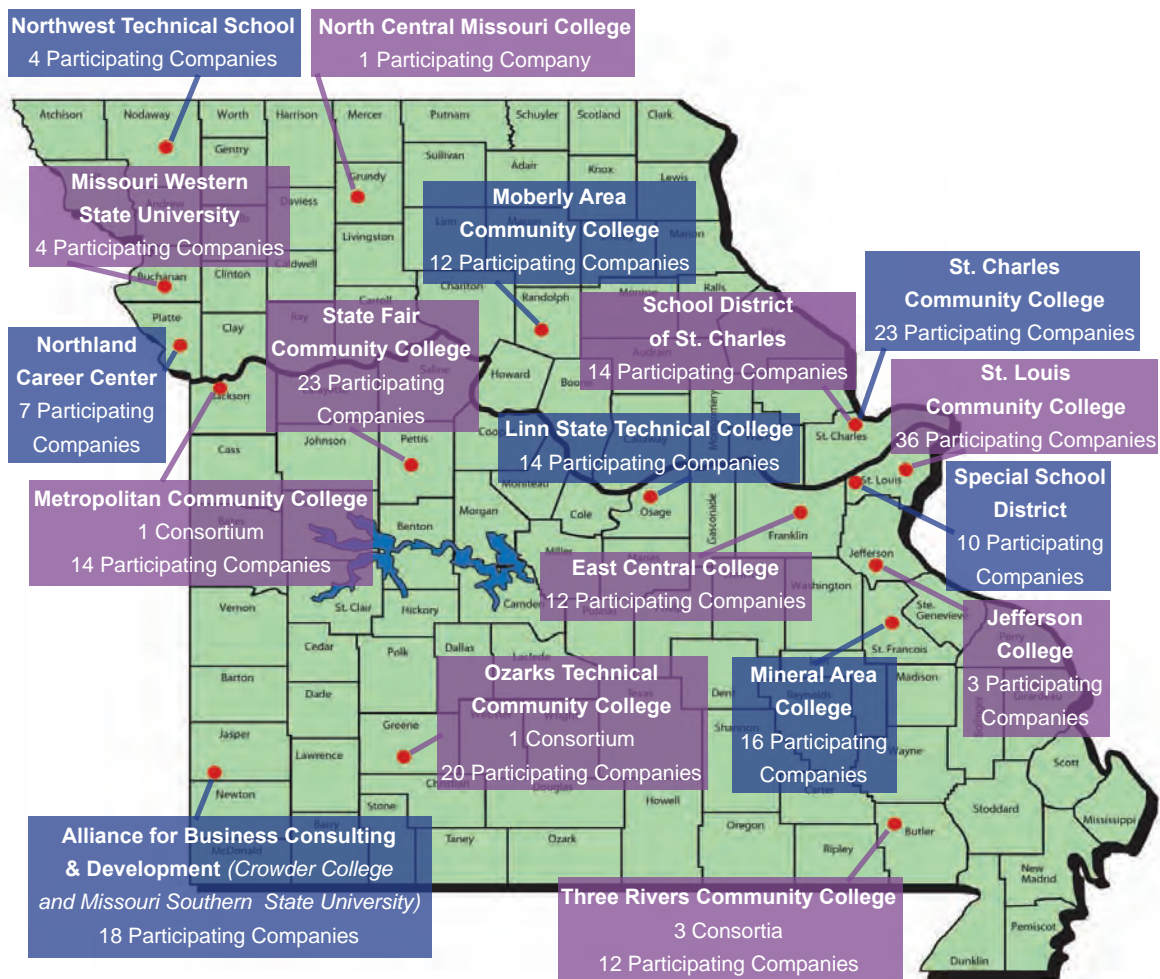
Customer Training Satisfaction

100%

Of the program participants surveyed for Missouri Job Development Fund training, Fiscal Year 2009, all respondents reported that the program "Met their expectations"; no respondents felt their expectations were not met.

Local Missouri Service Providers

DWD Funded Missouri Customized Training Projects by FY'09 Participating Local Education Agencies (LEAs)



Training projects are operated locally by a community college or area career school. DWD's partners within the education system provide companies a local contact with a sincere interest in that area's workforce, as well as access to a variety of training resources and connections.

Missouri has seven area career schools, 12 community colleges, one state technical college and three four-year colleges certified to locally administer the Missouri Job Development Fund. Many of these institutions are also equipped to provide a variety of specialized training to meet the demands of today's constantly changing business environment.

Local Service Provider Contacts

Claude Howard

Alliance for Business Consulting
& Development
Neosho
800/783-8053

Shane Thudium

Brookfield Area Career Center
Brookfield
660/258-2682

Don Bertram

East Central College
Union
636/583-5195

Donald Roberts

Excelsior Springs Area Career Center
Excelsior Springs
816/630-9200

Bryan Herrick

Jefferson College
Hillsboro
636/797-3000

Shelle Jacobs

Linn State Technical College
Linn
573/897-5257

Andrew Filla

Metropolitan Community College
Kansas City
816/482-5294

Gil Kennon

Mineral Area College
Park Hills
573/518-2157

Peggy Ellis

Missouri Western State University
St. Joseph
816/271-4100

Terry Hughes

Moberly Area Community College
Moberly
660/263-4110

Jason Helton

North Central Missouri College
Trenton
660/359-3948

Dee Moore

Northland Career Center
Platte City
816/858-5505

Lori Tally

Northwest Technical School
Maryville
660/562-4181

Cindy Stephens

Ozarks Technical Community College
Springfield
417/447-8909

Amanda Sizemore

St. Charles Community College
Cottleville
636/922-8388

Don Robison

St. Louis Community College
St. Louis
314/539-5305

Cheryl Graber

School District of the City of St. Charles
St. Charles
636/443-4020

Jeff Ferguson

Special School District
Sunset Hills, Missouri
314/989-7580

Brenda Bryan

State Fair Community College
Sedalia, Missouri
660/596-7350

Bud Joyner

Three Rivers Community College
Poplar Bluff, Missouri
573/840-9682

Participating Missouri Businesses

Consortia:

Bootheel Regional Training Group
Eastern Jackson Co. Training Consortium
Heart of the Ozarks Training Consortium
Poplar Bluff Training Group
Tracker Marine Training Consortium

Central Missouri

3M
Columbia
ABB, Inc.
Jefferson City
Analytical Bio-Chemistry Laboratories
Columbia
Bob Monnig Industries, Inc.
Glasgow
Burgers Smokehouse
California
Caterpillar, Inc.
Boonville
Dana Corporation
Columbia
Dawn Food Products
Mexico
DeLong's, Inc.
Jefferson City
Dollar General Corporation
Fulton
Exel
Moberly
Gates Corporation
Columbia, Versailles
Glen Martin Engineering
Boonville

Innovatia Laboratories, LLC
Fayette
Kingsford Manufacturing
Belle
Modine Manufacturing Company
Jefferson City
Ovid Bell Press, Inc.
Fulton
Pepco, Inc.
Moberly
Phoenix Manufacturing, Inc.
Glasgow
Quaker Oats Company
Columbia
Quaker Window Products Company
Freeburg
RR Donnelley
Jefferson City
Sinclair Group, Inc.
Auxvasse
Tool Tech, LLC
Mexico
Unilever USA
Jefferson City
Wilson Trailer Sales, Inc.
Moberly

Kansas City Vicinity and Outlying Counties

A. Zahner Company
Kansas City
ABM Manufacturing
Sedalia
Acceleration, LLC
Lee's Summit
American Airlines
Kansas City
Arrowhead Containers
Kansas City

Bayer CropScience
Kansas City

Billy Goat Industries
Lee's Summit

Bomag Paving Products
Warrensburg

Brunson Instrument Company
Kansas City

Central Power Systems
& Services, Inc.
Liberty

Creative Blow Mold Tooling, Inc.
Lee's Summit

Cryovac, Inc.
St. Joseph

Duke Manufacturing Company
Sedalia

EnerSys, Inc.
Warrensburg

Folgers Coffee Company
Kansas City

Ford Motor Company
Claycomo

Frederick Manufacturing
Kansas City

Gardner Denver
Sedalia

General Mills Operation, Inc.
Kansas City

Growth Industries Enterprises
Grandview

IVX Animal Health
St. Joseph

Kitco, Inc.
Warrensburg

Knappco Corporation
Riverside

Magna Seating
Excelsior Springs

Piston Automotive, LLC
Liberty

ProEnergy Services, LLC
Sedalia

R & D Tool and Engineering Company
Lee's Summit

Reardon Machine Company
Saint Joseph

Sierra Bullets, LLC
Sedalia

Silgan Containers Manufacturing
Corporation
St. Joseph

Smurfit-Stone Container Corporation
St. Joseph

Stahl Specialty Company
Kingsville, Warrensburg

Valspar Corporation
Kansas City

Viracor, LLC
Lee's Summit

Wireco World Group
St. Joseph

Northeast Missouri

Commercial Envelope Manufacturing
Kirksville

Conagra Foods
Macon

Continental Cement Company, LLC
Hannibal

Economy Products
Macon

General Mills Operation, Inc.
Hannibal

Lakeside Casting Solutions
Monroe City

Pace Industries, Inc.
Monroe City

Watlow Industries
Hannibal

Northwest Missouri

Dexter Axle
Carrollton

Golden Triangle Energy, LLC
Craig

Kawasaki Motors Manufacturing
Corporation, USA
Maryville

Laclede Chain
Manufacturing Company
Maryville

Midwest Data Center
Rock Port

Modine Manufacturing Company
Trenton

Wireco World Group
Chillicothe

South Central Missouri

Brewer's Ice Company
Eminence

Cantex, Inc.
Rolla

Eminence Manufacturing, Inc.
Eminence

Independent Stave Company
Lebanon

Olin Brass Fineweld Tube
Cuba

Ozark Mountain Technologies, Inc.
Cuba

RBC Manufacturing
West Plains

Regal Beloit Corporation
Lebanon

Royal Canin USA, Inc.
Rolla

RR Donnelley
Owensville

Scroll Compressors, LLC
Ava

Southeast Missouri

American Railcar Industries
Jackson, Kennett

Briggs & Stratton Corporation
Poplar Bluff

Buzzi Unicem USA
Cape Girardeau

Centene Corporation
Farmington



Gamma Healthcare
Poplar Bluff

Gates Corporation
Poplar Bluff

Havco Wood Products
Cape Girardeau

Mississippi Lime Company
Ste. Genevieve

Noranda Aluminum
New Madrid

Orgill, Inc.
Sikeston

Pavestone Company, LP
Scott City

PlayPower LT Farmington, Inc.
Farmington

Red Wing Shoe Company, Inc.
Potosi

Rubbermaid Home Products
Jackson

Sabreliner Corporation
Perryville

Schaefer's Electrical Enclosures, Inc.
Advance

Seal Acquisition, Inc.
Mineral Point

SEMO Milling, LLC
Scott City

Signature Packaging & Paper, LLC
Jackson

Spartech Plastics
Cape Girardeau

Starting USA Corporation
Poplar Bluff

Tetra Pak Materials
Sikeston

TG Missouri Corporation
Perryville

Southwest Missouri

3M
Nevada, Springfield

Able Manufacturing & Assembly, LLC
Joplin

Alcan Packaging, Inc.
Joplin

Alliance Industries, LLC
Springfield

Aviation Fabricators
Clinton

BCP Ingredients, Inc.
Verona

Cliffstar Corporation
Joplin

Custom Powder Systems, LLC
Springfield

Duck Creek Technologies, Inc.
Bolivar

Dynatek Dalta Scientific Instruments
Galena

Edmonds Dental Prosthetics, Inc.
Springfield

EFCO Corporation
Monett

Exel
Springfield

General Mills Operation, Inc.
Joplin

Global Therm
Goodman

Graham Packaging Co.
Joplin

Harleman Manufacturing, LLC
El Dorado Springs

Jack Henry & Associates, Inc.
Monett

Jarden Plastic Solutions
Springfield

John Deere Reman
Springfield

Kraft Foods, Inc.
Springfield

Leggett & Platt Branch One
Carthage

Lozier Corporation
Joplin

Mammoth-Webco, Inc.
Springfield

Mars Pet Care US
Joplin

Miracle Recreation
Equipment Company
Monett

Modine Manufacturing Company
Joplin

Paul Mueller Company
Springfield

Phoenix Manufacturing, Inc.
Cole Camp

Precision Aero Services
Nevada

Protein Solutions, LLC
Joplin

Reckitt Benckiser
Springfield

Schaeffler Group USA, Inc.
Joplin

Schreiber Foods, Inc. DDN
Clinton

Southern Missouri Containers
Springfield

SRC Automotive
Springfield

SRC Heavy Duty
Springfield

Thermal Engineering International
Joplin

Watts Radiant, Inc.
Springfield

St. Louis Metropolitan Area

ABB, Inc.
St. Louis

Ace Manufacturing & Parts Company
Sullivan

Alter Trading Company LLC
St. Louis

American Family Mutual
Insurance Company
St. Louis

American Railcar Industries
St. Charles

Anheuser-Busch Companies, Inc.
St. Louis

Baldor Electric Company
St. Louis

Bastian Material Handling
Maryland Heights

Bd Diagnostics
St. Louis

Bodine Aluminum, Inc.
St. Louis, Troy

Boeing Integrated Defense Systems
St. Louis

Bramko Tool & Engineering
O'Fallon

Buzzi Unicem USA
Festus

Carden Machine Shop, Inc.
Sullivan

Component Bar Products
O'Fallon

Computerized Medical Systems, Inc.
St. Louis

Cott Beverages USA
Maryland Heights

CPM-Beta Raven
St. Charles

Craftsmen Industries, Inc.
St. Charles

Crane Merchandising Systems
Bridgeton

Cutting Edge Optronics
St. Charles

Computerized Medical Systems, Inc.
St. Louis

Data 2, Inc.
St. Peters

Dr. Pepper Snapple Group
St. Louis

DRS Marlo Coil
High Ridge

Elite Tool and Machinery System
O'Fallon

FKI Logistex, Inc.
St. Peters

GlaxoSmithKline
St. Louis

Good Earth Tools, Inc.
Crystal City

GSI Engine Management Group
St. Louis

Henkel Company
St. Louis

Henniges Automotive Sealing
Systems, Inc.
New Haven

Hermann Oak Leather Company
St. Louis

Hubbell-Killark Electric
St. Louis

Husky Corporation
Pacific

Hussman Corporation
Pacific

Hy-C Company
St. Louis

ICI Performance Products, LLP
St. Louis

Integram - St. Louis Seating
Pacific

Jost Chemical Company, Inc.
St. Louis

Kemco Aerospace Manufacturing/
Amalgamated Industries
St. Louis

King Harbor, Inc.
St. Charles

LaBarge Products, Inc.
St. Louis

Lear Corporation
Wentzville

Leonard's Metal, Inc.
St. Charles

Lunar Tool LLC
St. Louis

Marquette Tool & Die Company
St. Louis

Midwest Aviation Center
Chesterfield

Millipore Corporation
St. Charles

Most, Inc.
Troy

Mycroft, Inc.
St. Louis

Natoli Engineering Company, Inc.
St. Charles

New Florence Wood Products
New Florence

Nike IHM, Inc.
St. Charles

Obcorp, LLC
St. Louis

Oldcastle Glass, Inc.
Warrenton

Par-Way Tryson Company
St. Clair

Patriot Machine, Inc.
St. Charles

Paulo Products Company
St. Louis

PepsiAmericas, Inc.
St. Louis

Polster Tool Engineering, Inc.
St. Louis



Precise Mold and Engineering
Valley Park

Pretium Packaging, LLC
St. Charles

Procter and Gamble
Manufacturing Company
St. Louis

Rawlings Sporting Goods Company
St. Louis

Reckitt Benckiser
St. Peters

RX Systems, Inc.
St. Charles

SantoLubes, LLC
St. Charles

Schwoeppe Machine & Tool, Inc.
Marthasville

Shillington Box Company, LLC
St. Louis

Sigma-Aldrich
St. Louis

Solae Company
St. Louis

Sunnen Products Company
Maplewood

Talisen Technologies, Inc.
St. Louis

Tech Manufacturing, LLC
Wright City

Tool Specialties Company
Hazelwood

TransChemical, Inc.
St. Louis

Trinity Products, Inc.
O'Fallon

Turflin, Inc.
Moscow Mills

Unigroup
Fenton

United States Tape & Label
Corporation
St. Louis

Universal Galvanizing, Inc.
St. Peters

Vi-Jon, Laboratories, Inc.
St. Louis

Virbac Corporation
Bridgeton

VSM Abrasives Corporation
O'Fallon

Wainwright Industries, Inc.
St. Peters

Weidmann Electrical Technology
O'Fallon

Willarding Metal Fabrication, Inc.
O'Fallon

Woodbridge Corporation
St. Peters

Zoltek Corporation
St. Charles

For more information on the Customized Training Program:

Contact your Local Service Provider (pages 12–13)
or the Customized Training Section
at the Division of Workforce Development.

Missouri Job Development Fund

Department of Economic Development
Division Of Workforce Development
PO Box 1087

Jefferson City, Missouri 65102-1087

Phone: (800) 877-8698

FAX: (573) 522-9496

Email: wfdcusto@ded.mo.gov

Website: <http://workforce.mo.gov>

